

VITAL SIGNS

VOL XVI NO. 7

Naval Hospital, Orlando, Florida

August 1990

NHO proudly presents ...

Physician of the Quarter, 3rd Qtr, FY90



Dr. Anthony Tabacco
Radiology Department

Senior Enlisted Leadership Award January - June 1990



HMC David L. Cubert, USN
Administrative Asst to DMS



Sailor of the Quarter, 2nd Qtr, 1990

YN1 Paul E. O'Bannon, USN
Manpower Management
Department

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In Memoriam

Ms Glenda F. Strickland, Fiscal Department, passed away suddenly on 14 July. Ms Strickland had been an employee of Naval Hospital Orlando since 16 August 1966. Glenda was assigned as a purchasing agent for NHO and also was an active member of the Greater Orlando Chapter of Sweet Adelines.

American Red CrossARC Volunteers -

their dedication to the care of others is a cherished gift!

Introducing a new Volunteer

Mrs. Bobbie McHone joined the Naval Hospital Orlando's ARC Volunteer this past June. She has a year of service to her credit and is really enthusiastic about her job. She is assigned to one of the busiest places in the hospital ... the pick-up window at the Pharmacy ... and she loves it!

SEPTEMBER 9 - 15 • 1990

NATIONAL
HOUSEKEEPERS
WEEK

Forerunners of Service

Dedicated to the
Future

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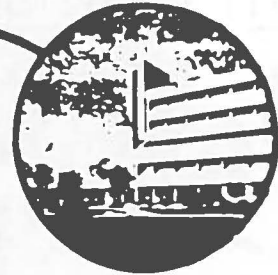
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Vital
Signs

STETH-O-SCOOP



What's happening at NHO?



Physical Therapy Department is proudly showing off their new computerized Isokinetic Muscle Testing System, KinCom 500 H, which is for all major joints. LT James W. Rogers, MSC, USN, department head, and HA John Cole, USN, watch patient EOC Paul Clark's progress as reflected on the screen.



A self-help project this will be a new home for the Transportation/Ambulance Division. SKC Hubert C. Robinson (with roller) and HT1 Robert L. Warthen, not only demonstrated their expertise in painting, but they excelled in the carpentry work too!



Work is progressing on the new expansion for the dining room. The contractors are moving at a brisk pace so it won't be long until there will be plenty of elbow room!



Our Radiology Department has had a watchful eye on the progress of work going on right outside their area ... it will be the new home of a CT Scanner System. This great piece of equipment, when installed and operational, will be able to present anatomy in a thin cross-sectional plane of any portion of the body in the form of a computer reconstructed image.

Staff Journal



LCDR Rodney A. Poling, MC, USNR, Mental Health Department, received the Navy Commendation Medal from CAPT McKee on 9 July. LCDR Poling was released from active duty.



LTJG Alisa J. Kohl, NC, USNR, Emergency Room, shows her Naval Hospital plaque she received from the Navy Nurses as she departed the Navy. LTJG KOHL also received a Letter of Commendation and a Hospital Pictorial Board.



CDR George R. Orndorff, MC, USN, Branch Medical Clinic, NTC, and his wife, Marcella, bade goodbye to CAPT McKee on 13 July. CAPT McKee presented the Navy Commendation Medal to CDR Orndorff as he departed for Naval Aerospace Medical Institute where he will attend Flight Surgeons' School.



HM3 Aaron P. Keoke, USN, Branch Medical Clinic, NTC, reenlisted on 11 July. His reenlistment officer was LT Byron E. Schieber, MSC, USNR.



Proudly showing off those new Petty Officer Third Class rating badges on 16 July were, left to right, front row: HM3 Linda Pricer and HM3 Ramon Aponte. Back row: HM3 Nikki G. Bellamy, MS3 James L. Longoria, HM3 El-mott Vance, HM3 Rodney Robinson, HM3 Jose Perez, HM3 Carlos S. Fairley, and HM3 Shelly L. Frederick.



Second group of new Petty Officers Third Class, left to right, front row: HM3 Linda A. Harris and HM3 Raymond C. Shaw. Back row: HM3 Daniel P. Stafford, HM3 Jennifer Fry, BM3 Robert Abreuvalentin, HM3 Michael Miller, HM3 Barbara Kaumeier, HM3 Christopher J. Laughery, HM3 Willie M. Witherspoon, HM3 Scott M. Whitmer, and HM3 Thomas Gabbard.



LCDR Susette J. Lasher, NC, USNR, Nursing Services, received the Navy Achievement Medal, a Hospital plaque and a Hospital Pictorial Board as she was released from active duty on 18 July. CAPT B. K. Clinton, NC, USN, Director for Nursing Services, made the presentations.

Awards Ceremony of 20 July



HMC George B. Dubaz, USN, Assistant Head of Patient Administration, received the Navy Achievement Medal from CAPT McKee for his specific professional achievement as NHO's Savings Bond Coordinator for the 1990 drive.



MS2 Roy L. Parks, Food Service Department, received his First Good Conduct Medal.



HM2 Timothy Machula, Respiratory Care, received his First Good Conduct Medal.



MA2 Cathryn M. Lovell, Security Division, received her First Good Conduct Medal.



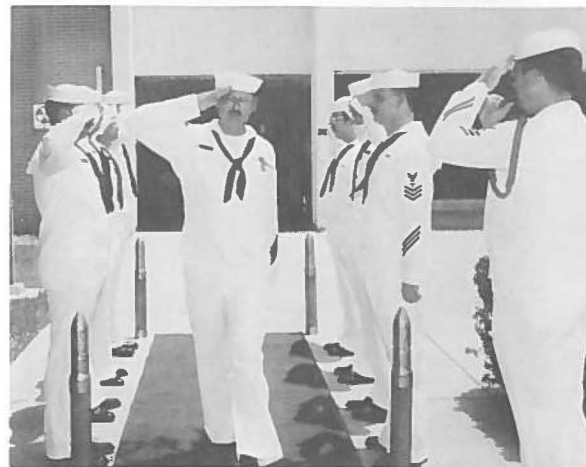
SK1 Gary Bernier, USN, Fiscal Department, received the Navy Achievement Medal for his professional achievement as Supply Quality Assurance Analyst at U. S. Naval Station, Roosevelt Roads, Puerto Rico.



HM2 Terry L. Hicks, USN, Ophthalmology Department, received a Letter of Commendation from CAPT McKee as he transferred to Naval Hospital, Great Lakes, Illinois.



LT James A. Podschun, MSC, USNR, Branch Medical Clinic, NTC, Optometry Department, received a Letter of Commendation from CAPT McKee as he was released from active duty.



30 July was the day selected by HM1 Gary J. Blacketer, USN, RIF Optical Department, for his transfer to the Fleet Reserve. During the ceremony, CAPT McKee presented Petty Officer Blacketer with the Navy Achievement Medal.



HMC Gerald A. Collis, USN, Branch Medical Clinic, NTC, renders a sharp salute as he steps smartly through the sideboys as he transferred to the Fleet Reserve on 20 July.



HM1 Terry Jackson, USN, Laboratory Department, received a beautiful shadow box as he transferred to the Fleet Reserve on 27 July. HM1 Tona G. Broome, USN, made the presentation on behalf of the First Class Petty Officers Association.



NHO's Radiology Department received accreditation from the Joint Review Committee on Education in Radiologic Technology for the Year 1990. CAPT McKee presented the certificate to CDR Lawrence T. Liu, MC, USN, department head. The accreditation was for the conduct of the clinical phase of an educational program in Radiography.



CAPT McKee presented a 20-year pin and certificate to Mrs. Willie J. Smith, Fiscal Department, on 2 August.



The OB/GYN Department bade farewell to two of the doctors on the 27th of July. CAPT McKee presented Letters of Commendation to Dr. George E. Houze (left) and Dr. Gerry B. Farmer.



HM1 Edward J. Dulcie, USN, Credentials Coordinator, received the Navy Achievement Medal on 31 July. He was awarded the medal for his work as the Naval Training Center's Coordinator of the 1990 Navy Relief Fund Drive. CAPT J. M. Ricciardi, MC, USN, Executive Officer, presented on behalf of RADM Louise Wilmot, USN, Commander, Naval Training Center.



YN2 Ray A. Hull, USN, Manpower Management Department, received a Letter of Commendation from LT Frank M. Maskolunas, MSC, USN, department head, on 3 August. Petty Officer Hull is leaving the Navy to pursue a college degree.



SH2 Ricky W. Daniels, USN, Food Service Department, reenlisted on 31 July. His reenlistment officer was LT Alan V. Siewertsen, MSC, USNR, Head, Clinical Nutrition Department.



When you visit the Navy Exchange Snack Bar, you will find somebody missing. Mrs. Lydia York, who has been a mainstay at the Snack Bar since March 1972 has retired. She is presently on leave but her official retirement date will be 1 September.



Happiness is being promoted to LTJG and having your father present to pin on the new silver bar! LTJG Deborah S. Kidder, NC, USNR, Nursing Services, with her father, Mr. Daniel D. Kidder. She received her promotion on 2 August.



With LTJG Deborah S. Kidder's promotion, it was time to "pass the Bull!" NHO's new Bull Ensign is ENS Warren P. Bowes, MSC, USNR, Social Work Department.



HM2 Mark Grodsky, USN, Patient Transportation/Ambulance Branch, received his "frocking" letter from CAPT McKee for his new rate on 1 August. HMC Larry A. Wilhelmi, USN, Leading Chief Petty Officer of the Branch, assisted the Captain in the presentation.

The Medical Service Corps celebrated their 42nd birthday on 3 August. Messages were read from the Surgeon General, the Director of the Medical Service Corps, and the Director of the Dental Corps.



The beautiful cake was a creation of MSCM Eduardo D. Jose, USN, Leading Master Chief Petty Officer of Food Service Department. The official cake cutters were CAPT James A. Beil, MSC, USN, representing the most senior MSC officer, and ENS Corazon D. Rogers, MSC, USNR, the most junior MSC.



HM3 Rickie F. Fry, USN, Mental Health Ward, reenlisted on 3 August. His reenlistment officer was LT Christa J. Plowfield, NC, USN, Charge Nurse of the Ward.

NHO proudly presents ... (from Page 1)

Junior Sailor of the Quarter,
2nd Qtr, 1990



PC3 David Gomez, USN
Operating Management
Department

Civilian of the Quarter,
2nd Qtr, 1990



Charles M. Van Sickle, LPN
Nursing Services

Staff Journal

(Continued)



HM1 Horace Kidd, USN, a new staff member, was frocked by CAPT McKee to his new rate on 9 August. Petty Officer Kidd just reported aboard with his wife, HM2 Sharon Kidd, from U. S. Naval Hospital, Okinawa.



LCDR Robert F. Ford, MSC, USN, Head, Fiscal Department, received the Navy Commendation Medal from CAPT McKee on 10 August. LCDR Ford received the medal for his meritorious service as comptroller for the period February 1986 to August 1990. LCDR Ford has been transferred to the Bureau of Medicine and Surgery.



A ceremony for LT Nelson Rios-Plaza, NC, USN, was held on 10 August for his retirement. As he departed on terminal leave, he received a Letter of Commendation, a Certificate from President Bush, a Hospital Pictorial Board, and his Retirement Certificate from CAPT McKee.



CHAPLAIN'S COMMENTS

LCDR James E. Pope, CHC, USN

... Be happy!

In the routine of a normal day, it is not unusual for me to hear someone say: "Chaplain, all I want is to be happy, but no matter how hard I try, I can't seem to make it happen." My response usually goes something like this: "Maybe you shouldn't try so hard." I say that because I believe it.

Eric Fromm, one of the great psychologists of the twentieth century, observed that the phrase "the pursuit of happiness" in the U. S. Constitution, is a contradiction in terms. He said happiness is seldom, if ever, the result of a deliberate attempt toward that end. Instead, happiness comes to us as a by-product of activities or relationships which are meaningful to us. Out of the activity of our work and through associations with others, we discover that we are happy.

This is not a new idea, but sometimes it helps to be reminded. Maybe it is best illustrated with a story. I like stories. A centuries old Chinese legend tells of a woman who went to a holy man to ask for his help in bringing her son back to life. With his death, her happiness had vanished. She wanted to be happy again. The holy man instructed her to bring to him a mustard seed "from a home that has never known sorrow." She began the search, confident that she would find the "magic seed" which would help bring back her son and restore her happiness. The woman searched everywhere, but she could not find a home untouched by sorrow. Many times, surrounded by the sorrow of a death or the pain of an illness, she offered care and comfort to strangers and to neighbors. Finally, she became so involved in helping that she gave up the search for the mustard seed and happiness found her.

That's a simple story but the lesson is valuable: happiness always lies beyond our search. In fact, happiness is often right outside our door, knocking to get in, but we're so busy trying to find it that we don't hear the knock. Remember, happiness is caught, not sought. May God bless you with happiness.



CIVIL LIFE



Ray Gonzalez

Coming up Bake Sale

On your way to work Friday, 30 August, don't stop off at one of the doughnuts shops the CWRA will be having one of their famous Bake Sales that morning from 0700 to 0830. They usually have quite a selection of mouth-watering goodies ... so, plan on making your first stop that morning in the lobby!

SEPTEMBER BIRTHDAYS:

Deborah B. Ambrose, 20 September; Sherri M. Aslakson, 29 September; James R. Baker, 1 September; Florence E. Benford, 5 September; Walter H. Benford, 17 September; Jean M. Booras, 26 September; Edna E. Brewer, 15 September; Estrellita L. Buhain, 3 September; John D. Bulat, 28 September; Stanley B. Caraway, 8 September; Frances M. Dean, 10 September; Joyce H. Dover, 25 September; Herbert H. Duncan, 26 September; Teresa (Diane) Dye, 3 September; Sandra S. Forrester, 3 September; Marie J. Fox, 22 September; Gerald B. Gullatt, 11 September; James Kelly, 24 September; Sarah W. Kunerth, 11 September; Katherine A. Mawer, 15 September; Carey C. Norman, 2 September; Marie Odell, 6 September; Brenda L. Repp, 13 September; Linda W. Rieger, 13 September; Ruth A. Robinson, 17 September; Denise H. Stephens, 18 September; and Marilyn S. Towles, on 26 September.

**"The Pulse"**

CAPT R. E. McKee, MSC, USN

**U n d e r w a y**

HMCM H. T. Carley, USN

Command Managed Equal Opportunity Program (CME0)

Recent events in the command have resulted in Master Chief Carley and I deciding that we would jointly write our columns this month in an attempt to reemphasize communication up and down the chain, specifically in the area of COMMAND MANAGED EQUAL OPPORTUNITY PROGRAM. We know that most staff members are well aware of the two surveys we recently conducted, and in this "shared column" we will discuss the program and some of the findings and recommendations.

The Command Managed Equal Opportunity Program is an internal command program and contains five elements:

- Command Training - Navy Rights and Responsibilities (NR&R) Workshop
- Demographic Data - collected semi-annually
- Command Assessment
- Action Planning - Plan of Action and Milestones (POA&M) to attack issues
- Inspections

The effective date of implementation of the CME0 program was in February 1985. Chief, Naval Technical Training Command (CHTECHTRA) requires us to conduct and report annually on completion of our "Quality of Life Surveys" and to use the results in our Action Planning and Command Training Programs.

We have recently put our Command Assessment Team (CAT) into action whereby they put together a climate survey which members of our command participated in. We also asked the Defense Equal Opportunity Management Institute (DEOMI), Patrick Air Force Base, to assess our equal opportunity climate. On 27 July they distributed their computer generated "Military Equal Opportunity Climate Survey" (MEOCS). Concurrent with that survey, the command also had a specifically focused informal inquiry into some allegations of discrimination in NHO. We would now like to report the results of these surveys, establish what actions have been taken as a result of recommendations provided, and to personally thank each member of our command for their sincere and honest input on these three inspection tools.

The DEOMI survey was able to provide us with measured perceptions of how extensively sexual harassment occurs in the unit, differential treatment for minorities, how well majority and minority members get along, traditional overt racists or sexist behaviors, "reverse" discrimination, commitment to the service, unit productivity and effectiveness, and job satisfaction. In each of these elements, a comparison between relevant subgroups, i.e., males and females - minorities and non-minorities, officers and enlisted was also provided.

Our own command survey looked at 12 areas and we are pleased to report that your answers on both surveys reported out nearly the same results. Also in our command survey, both the military and civilian identified the same areas of

Continued on Page 12

Command Managed Equal Opportunity Program (Continued from Page 11)

concern. These surveys reported several strengths, one significant strength being the acceptance of females as team members, but it also depicted the perceptions that assignments were not made fairly. Our CAT looked at the demographics of the Branch Medical Clinic, Medical Directorate, and Surgical Directorate and found that assignments were not made on subgroups of personnel, as our survey suggested, but were in direct correlation with the overall command make up. The perception is that sexist language is not being openly confronted by work center supervisors nor are these issues being brought up through the chain of command. There also appears to be a lack of understanding of the grievance and redress procedures. The last area of concern was the unawareness of the Equal Opportunity committees and the responsibilities of the counselors. It is also noted that the area of personal awards received the lowest score from both civilian and military personnel. Both groups did not feel fairly rewarded for their contributions. A matter of record, though, is that personal decorations, Navy Achievement Medals and above, have been increased by 60 percent for enlisted personnel over the first seven months of this year.

The CAT has been directed to prepare a Plan of Action with Milestones that will attack improper conduct in the work centers, provide guidance through training on the proper way for a supervisor to confront racial or sexist language and to provide training to all hands, through our Navy Rights and Responsibilities Workshop, on grievance and redress procedures. Staff Education and Training has also been directed to get more involved in our program so that our Navy Rights and Responsibilities Workshop is more Naval Hospital Orlando. LT Kevin Bolds, MSC, USNR, has received an appointment letter to serve as our Equal Opportunity Officer and he will be establishing a team of counselors to receive and address issues. He has a standing appointment to meet jointly with the CO, XO, and CMC, at least monthly, and has an open door access to the CO should he need to convey information in a forthright and time-sensitive manner.

Once again, thank you for all your support and participation in these surveys. Your Commanding Officer and Command Master Chief remain convinced that NHO truly is the best and we will, AS A TEAM, continue to improve. As your Skipper, I feel that I have my hands on THE PULSE of our program, and as your Command Master Chief, I strongly believe that we are well UNDERWAY in the right direction with our Equal Opportunity Program at Naval Hospital Orlando. Naval Hospital Orlando is about quality people. Please keep communicating!



**ARMED FORCES
VOTERS WEEK**
BEGINS AUGUST 27TH

WOMEN'S EQUALITY DAY-AUG. 26

